

Municipal Police Training Committee

Monthly Meeting Minutes

Massachusetts Firefighting Academy

April 13, 2018

Call to Order

Before the meeting commenced, a moment of silence was held in honor of fallen Police Officer Sean Gannon. At 9:39AM, Chairman Jim Hicks called the monthly meeting of the Municipal Police Training Committee to order and greeted all present. Chief Hicks added that the Committee will be going into Executive Session at the conclusion of the meeting.

Attendees: Voting Members

Chairman Jim Hicks – Northeast Mass; Chief Brian Kyes- Mass Chiefs; Commandant Michael Baxter – State Police; Captain Richard Sexton –Boston Police; Chief Tom O'Donnell – Central Mass; Chief Scott Livingstone – Western Mass; U/S Jennifer Queally- EOPSS; Jim O'Brien – AG's Office; Joseph Vieira – MPA; and Sergeant Annmarie Moreno – Transit.

Attendees: Advisory

Jeffrey Scott –Parole and Donna DaVeiga- Mass DOT.

MPTC Staff

Marylou Powers, Dan Zivkovich and Sheila Gallagher.

Guests

Jerry O'Rourke, Chris Panagiotakos, Peter Roddy, Matthew Roy and Shannon Sullivan.

Review/Approval of Minutes

A motion was made to approve the minutes of the March 21, 2018, meeting. The motion was seconded and passed by unanimous voice. There were four (4) abstentions. Chief Hicks also introduced Sgt. Annmarie Moreno as the MBTA representative for the Committee. Sgt. Moreno will have a dual role with Sgt. Saro Thompson who will handle recruit issues while she will deal with all other Transit Police training.

Police Standards and Training

The following requests were presented and approved by the Committee:

Temporary Waivers:

Daniel Campbell	Tyngsboro, PD
Jacob McGrath	Easton, PD

A motion was made to approve the two (2) temporary waivers as presented. There was a second and the motion passed by unanimous voice. There was no further discussion.

Permanent Exemptions

There were no requests for permanent exemptions.

Disciplinary Hearings

There are no requests for disciplinary hearings.

Open Discussion:

There were no items for open discussion.

Executive Director's Report

Recruit Officer Training Updates

Boston: 97 Boston Police student officers graduated on April 10, 2018. Boston Police is scheduling another class after Thanksgiving for approximately 130 Boston police officers.

Boylston: No academy dates scheduled at this time.

Fitchburg State: There are 177 student officers that remain in the program. There are 16 student officers that will move forward in the program and start the academy portion in May 2018.

Lowell: The next academy of 61 student officers will start on May 21, 2018.

RTT: The 8th SPMA academy began on April 2, 2018, with 105 student officers. There have been a few dismissals due to Class I honor code violations. Currently, there are 91 student officers, and graduation is scheduled for September 14, 2018. There are 35 student officers in the SSPO academy, which is running concurrently, and graduation is scheduled for August 3, 2018.

NECC: The next academy class of 80 recruits began on April 2, 2018. The class was separated into two (2) classes of 40 recruits.

Plymouth: 51 student officers remain, with graduation scheduled for July 2. The next class will begin on September 10, 2018.

Randolph: There are 47 student officers remaining in week 14, and graduation is scheduled for June 7. The next class will begin on July 30, 2018.

Reading: 45 student officers graduated on April 11, 2018. The next academy will begin on June 4, 2018, and there are 47 people registered.

Springfield: Springfield is hoping to run another academy of 45 Springfield officers starting on May 7, 2018.

Transit: There are two classes running at the same time. Right now there are 43 student officers remaining, and graduation is expected on April 27, 2018. A second academy began on March 5, and graduation is scheduled for September 5, 2018.

WMASS: The class has 43 students remaining, and graduation is expected on August 3, 2018. The next class is scheduled for October 14, 2018.

Worcester: Worcester is hoping to run another academy in September. There will be 40 Worcester officers in that academy class.

New Business

Update on Pending Lawsuits

Shannon Sullivan updated the Committee about the *Kara Pigeon* lawsuit. A motion to dismiss was filed on Tuesday focusing on the statute of limitations. Shannon mentioned that the attorney for Kara Pigeon did not address the statute of limitation issue but focused more on why the PAT discriminates against women. At this point, the Committee will have to wait for the court's decision on the motion to dismiss.

Shannon also added that there is no further information to report on the *Rooney* case. Lastly, the federal lawsuit on the Turley matter was dismissed, but he has refiled in state court.

HRD Meeting

ED Zivkovich announced that he had a meeting with the Human Resource Division to discuss the Physical Abilities Test and Civil Service testing. There was some discussion as to whether the state and the MPTC could better align their processes and whether there would be potential mutual collaborations.

New Database

ED Zivkovich stated the rollout of the database project is ongoing, but it will likely be the end of the year before it goes live. Currently, MPTC staff is working with departments to update their information, and that has been a slow process. Chief Hicks told the Committee that he had a meeting with the Northeast Chiefs and some were confused about the information they needed to provide for the database because some departments thought they had previously submitted the information. Chief Kyes asked whether any information from the past systems was extracted. ED Zivkovich relayed that over 350K records were migrated to the new database. However, departments only have limited access right now because the project is not complete. Chief Kyes asked whether someone could create a presentation detailing the capabilities of the database. ED Zivkovich explained that there will be webinars describing how to use the database. If departments do not provide updated personnel information, the chiefs will be unable to register officers for trainings and register student officers for police academies. All departments will be notified about the changes.

Old Business

Funding

ED Zivkovich said the proposed budget from the House flat funds the MPTC. However, the Mass Chiefs are still pushing for a continuous funding source. Representative Linskey filed an amendment to the budget related to the rental car fee.

Update on Recruit Curriculum Project

Chief Hicks and Chief Kyes told the Committee that they continue to hear some complaints about the pilot recruit program in Randolph academy. ED Zivkovich responded and said that there is lots of misinformation. Instructors and even some students are commenting about the material. Although a few students wrote a letter complaining about the tests being difficult, only one student failed. ED Zivkovich emphasized that the delivery is different because of the inclusion of role playing scenarios. Most of the students have found that the role playing scenarios are beneficial and enable recruits to experience applied patrol procedures throughout the entire academy.

ED Zivkovich told the Committee that the PowerPoint presentations in the classroom are not lesson plans. Although some instructors are frustrated, they are not limited in sharing their own experiences related to the classroom instruction. For example, Chief Mazzie included additional material when he was teaching and it was well received. There was more discussion about the program. Chief Hicks said that before the new curriculum is rolled out statewide, the Committee will have an opportunity to evaluate the program and make revisions if necessary. The Committee will not approve a program if there are issues. Chief Hicks asked that Marylou and ED Zivkovich continue to provide updates about the curriculum and requested that Director Thomas attend the next meeting to provide an update on the program. The other issue is how the Committee can encourage chiefs to welcome the change once the curriculum is ready for statewide implementation. Chief O'Donnell commented that the key is for the Committee to see the final product. ED Zivkovich added that some instructors were resistant to the program but have found that it is a good product. There was some more discussion on how to inform the chiefs when the curriculum is rolled out statewide. ED Zivkovich told the Committee that the January 2019 date for the rollout is looking more unlikely and it may not happen until the fall.

Training Topics for In-Service

Chief Hicks revisited the training topics for in-service and asked the Committee if they decided what topics should be required for in-service. At the last meeting, there was some discussion as to whether there could be a three (3) hour block on Integrating Communications, Assessment, and Tactics (ICAT). Chief Kyes reported to the Committee that ICAT could be reduced to a half day. Another topic that Chief Kyes mentioned was coordinating a multi-agency response to active shooter. This program would require police to cross train with the Department of Fire Services on how to respond if there is an active shooter incident. There was some discussion on how this could be delivered to police departments that have limited resources. According to Chief Kyes, a video is shown, and there is a classroom component that is included in the first phase of this training. The second phase of this training includes a practical component that could be offered as a local option. Since phase 2 may not be logistically feasible for all police departments, it would be optional. Chief Kyes volunteered to create the three (3) hour classroom program for in-service. After further discussion, a motion was made to include the following topics for TY 2018-19 in-service training.

- **Legal updates, including the Criminal Justice Reform Act (6 hours)**
- **Police Interactions with Persons with Mental Illness - Part II (3 hours)**
- **Multi-Agency Response to Active Shooters (3 hours)**
- **Defensive Tactics Skills (3 hours)**
- **Integrating Communication, Assessment, and Tactics (ICAT) (3 hours)**
- **Local option (up to 6 hours)**

The motion was seconded and passed by unanimous voice.

Due to time constraints, Chief Hicks asked if the Committee could hold off discussing CMR updates, firearms qualifications and the Cambridge Health Initiative until the next meeting.

Next Meeting

The next meeting is scheduled for **Wednesday, May 16, 2018**, at the **Randolph Police Academy**.

Adjournment

A motion was made with second at 12:02 PM, to adjourn and enter Executive Session. Before a roll call was taken, AAG Jim O'Brien recused himself from the Executive Session. A roll call was taken

Captain Richard Sexton	Aye
Sgt. Annmarie Moreno	Aye
Chief Brian Kyes	Aye
U/S Jennifer Queally	Aye
Chief Jim Hicks	Aye
Officer Joe Vieira	Aye
Chief Scott Livingstone	Aye
Commandant Michael Baxter	Aye
Chief Tom O'Donnell	Aye